

## The British Columbia Indigenous Skills Training Programs Inventory September 2019

The Indigenous Skills Training Programs Inventory was developed in response to a request from Indigenous communities in British Columbia (BC).

The inventory is intended to be used as a guide to provide information about available Indigenous specific skills training programs, general skills training programs and relevant policies and strategies.

The programs listed in the inventory are delivered by the **provincial and federal government as well as some industry organizations and unions.**

The inventory does not represent an exhaustive list and is based on available information as of July 2019. The inventory will be updated periodically as additional information becomes available and/or if there are changes to existing programs. Please visit the web links included below to access the most up-to-date information on programs and services.

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## Provincial Programs

### Ministry of Education Indigenous Specific Programs

#### **Aboriginal Report: How Are We Doing?**

An annual report published by the Ministry that provides information about Indigenous student performance in BC public schools. The data includes demographic and assessment outcomes at the provincial and school district levels. For more information please go [here](#).

#### **Indigenous Education Enhancement Agreement (EA):**

A working agreement between a school district and the local Indigenous community to enhance the educational achievement of Indigenous students. EA establishes a collaborative partnership that involves shared decision-making and specific goal setting. EA highlight the importance of Indigenous culture, history, and language. For more information please go [here](#).

#### **Indigenous Language Learning:**

Indigenous peoples and communities in BC clearly state that Indigenous language is a priority in the education of Indigenous students. The Ministry supports partnerships between school districts and communities in the development of curriculum documents for [First Nations languages](#). In addition, the Ministry is engaged in several initiatives with language experts to support the revitalization and preservation of First Nations languages.

#### **Indigenous Education - K-12 Funding:**

Enhanced funding (a policy and funding system) for school-age students of Indigenous ancestry. Requires the collaboration of boards of education and Indigenous communities to develop and deliver programs and services to support academic achievement as well as Indigenous culture, history, and language. Funding is targeted according to the current year's operating grant manual; for example, for 2019/20, B.C. will invest approximately \$88 million an additional \$1,450 per student who self-identified Indigenous ancestry. For more information please go [here](#).

#### **First Peoples Principles of Learning:**

The First Peoples Principles of Learning are affirmed within First Peoples communities and are being reflected in the development of all K-12 curriculum and assessment. For more information please go [here](#).

#### **Indigenous Education Resources:**

There are a variety of resources available for both educators and others who work with, or are in the process, of developing resources. For more information please go [here](#).

**Youth Train in Trades (TRN):**

TRN is an ITA youth initiative that supports the first levels of training leading to apprenticeship and Red Seal certification. TRN training is most commonly delivered by college instructors at college locations, although it can occur at secondary schools. TRN courses are dual-credit, earning both graduation and college credit for learners.

**Youth Work in Trades (WRK):**

SSA is an ITA youth initiative that provides employment for first-level apprentices who are still in high school. Students in WRK earn graduation credit and hours towards their apprenticeship qualifications. WRK opportunities require employers to be prepared to hire Level 1 apprentices.

**Work Experience (WEX):**

Students can earn up to 8 credits towards secondary school graduation through work experience, which is intended to help prepare students for the transition from secondary school to post-graduation training or employment.

**Apprenticeship and Trades:**

For more information please go [here](#).

**Workplace Program Guides:**

For more information please go [here](#).

**Youth Explore Skills (STX):**

Youth Explore Skills is intended to provide an opportunity for students to explore several skills, expanding their hands-on experience within carpentry, plumbing, electrical, automotive, design and drafting, metalwork, electronics and robotics, or locally developed modules.

For more information please go [here](#).

**Career Zones:**

A Career Zone is a group of courses, certifications and work opportunities that BC high schools can develop to help students in Grades 11 and 12 get ready to pursue a career within an industry, while still meeting provincial requirements for graduation.

Six Career Zones are developed and available: Construction, Energy, Health, Information & Communication Technology, Mining, and Tourism & Hospitality.

New Career Zones are in development: Arts & Entertainment and Marine.

For more information please go [here](#).

### **The Framework for Enhancing Student Learning:**

The Framework for Enhancing Student Learning (FESL) creates a province-wide strategy for Indigenous education, with outcomes and associated measurables to strategically align the work of school districts and education partners in improving the success of Indigenous students. This comprehensive approach to student success places specific emphasis on improving equity for specific populations: Indigenous students, children-in-care, and students with diverse abilities or disabilities. Through this Framework, the Province and education partners are broadening the focus of the previous accountability framework to better reflect the whole learner and to enhance students' intellectual, human and social, and career development and related skills. The Framework consists of five elements:

1. **A system-wide focus on intellectual, human and social, and career development.** School district and school plans are to be developed with careful consideration of these goals and the local context.
2. **Meaningful and effective planning for continuous improvement.** Under this Framework, school districts and schools will be expected to develop multi-year district and school plans for enhancing student learning. Plans will be expected to reflect local efforts to support each student and specific groups of students, including Indigenous students, children in care, and students with special needs.
3. **Effective communication of evidence, reported at least annually, by districts and the province.** The province and districts will report at least annually on overall results, as well as results for Indigenous students, children in care, and students with special needs. Evidence should be meaningful and inform the districts and school's plan and priorities for enhancing student learning.
4. **System-wide capacity building through team-based supports focussed on continuous improvement.** The Ministry of Education and its education partners will work together to utilize existing structures (e.g., partner chapters, non-instructional days) and build new team-based supports to act on provincial and local priorities for enhancing student learning (e.g., a provincial team to support Indigenous learners).
5. **Linkages with existing local agreements** (e.g., Indigenous Education Enhancement Agreements) to ensure consistent and meaningful support of Indigenous students.

### **Anti-racism Research:**

In 2016, the Ministry funded a research project in collaboration with FNEESC to design an effective approach to investigating racism in public schools. The recommendations from the research report were taken into consideration in the design and implementation of the Equity in Action initiative.

### **Equity in Action Project:**

Equity in Action engages multiple systems level objectives and responds to the Auditor General's 2015 recommendation that recognized a 'racism of low expectations' for Indigenous learners in the BC school system. Equity in Action involves school districts working collaboratively with the Ministry of Education team to complete an equity scan, construct an equity profile, determine a theory of change and develop an equity action

plan in service to Indigenous learners, families, and communities. The equity scan process also utilizes student data profiles available for all participating school districts to promote the sharing of best practices and evidence-informed decisions.

**Adult Education Program:**

In the K-12 public school system, adults who have not graduated may take tuition-free secondary school courses leading to graduation. Adults may graduate with an “Adult Dogwood” diploma or the regular Dogwood diploma, depending upon their selected program.

For more information please go [here](#).

**Memorandum of Understanding on Indigenous Education:**

Signed in 1999, this memorandum of understanding states the partners’ (e.g. Chiefs Action Committee, Ministry of Education, Indian and Northern Affairs Canada, and BC Teachers’ Federation) intention of working together to improve school success for Indigenous students.

For more information please go [here](#).

**Effective School District Practices:**

Within the current Ministry of Education policy and funding framework, several school districts (SDs) have led, or participated in, partnerships with post-secondary institutes and industry to create effective skills programs for school-aged youth, including Indigenous young people. Examples include

Northern Opportunities (SDs 59, 60, & 81; Northern Lights College, Indigenous communities, and industry), the South Island Partnership Program (SDs 61, 62, 63, 64, 79 and Camosun College); and, SD47 (Powell River) and Vancouver Island University.

**Superintendent of Careers and Student Transitions:**

The superintendent supports school districts in developing strategies and partnerships to enhance skills training opportunities for K-12 learners.

**Superintendent of Graduation and Student Transitions:**

The superintendent works at the Ministry of Education and the Ministry of Advanced Education for purposes of acting as a liaison between the ministries in support of improving transitions for students.

**BC Indigenous Student Awards:**

[Irving K Barber BC Scholarship Society.](#)

**Apprenticeship/Trades Training/Certificates/Diplomas Student Award:**

Indigenous learners completing an apprenticeship, trades training or certificate/diploma program can receive between \$1,000-\$2,000, depending on the length of their program (\$1,000 if at least 9 weeks and \$2,000 if over 12 weeks). Only full-time Indigenous learners, who are BC residents, planning to study in a BC public post-secondary institution, can apply. If recipients maintain full-time status, they are eligible to apply for a subsequent \$1,000. If past recipients start a new program in the future, they can apply for the award again. The Award is designed to encourage and facilitate Indigenous learners to access post-secondary education and training. Visit the IKB [website](#) for full application details. The application portal opens in January 2020.

**Undergraduate or Associate Degree/Law or Medical Degree Student Award:**

Indigenous learners can receive \$2,500 if they are pursuing an undergraduate, associate, law or medical degree. Full-time Indigenous students living and studying in BC can apply for this award if their program is more than two semesters. Recipients are eligible to apply for subsequent \$2,500 awards, up to a maximum of 3 additional years. Past award-holders can re-apply should they start a different program in the future. The Award is designed to support Indigenous people in securing post-secondary education by reducing financial barriers. Visit the IKB [website](#) for full application details. The application portal opens in January 2020.

**Master's or Doctoral Student Awards:**

Indigenous learners pursuing a Master's or Doctoral degree can receive \$5,000 per year and renew annually for the duration of their program. Only Indigenous students, who are BC residents, studying in a BC public post-secondary institution, can apply. To qualify for renewals, students must provide a "positive progress" confirmation from their supervisors. This award is designed to help Indigenous learners to access graduate education. For additional instructions, visit the IKB [website](#). The application portal opens in January 2020.

**Indigenous Teacher Education Award:**

Indigenous learners registered in a teacher education program can receive \$5,000 annually for the standard length of the program (up to 4 years). Only full-time Indigenous students, who are BC residents, enrolled in a BC public post-secondary institution that provides teacher certification (at least two semesters in length), can apply. Past award-holders can re-apply should they start a different program in the future. The Award is designed to support Indigenous teacher recruitment and education. For additional instructions, visit the IKB [website](#). The application portal opens in January 2020.

**Indigenous Financial Assistance:**

There are several provincial scholarships and bursaries available to Indigenous Learners through different organizations, such as the New Relational Trust Scholarships, The First Citizen Fund, and the BC Association of Aboriginal Friendship Centres. Speak to the Financial Advisors at your institution for a list of bursaries and scholarships you can apply for go [here](#) for more information.

**Gathering Places:**

All of BC's public post-secondary institutions now have at least one Indigenous Gathering Place. They are culturally welcoming places for Indigenous learners and communities that reflect the culture and traditions of Indigenous students. Gathering places are used in different ways in different institutions. Examples include meditation, socialising, studying, celebrating, and holding ceremonies.

**BC Aboriginal Post-Secondary Coordinators:**

Aboriginal post-secondary coordinators provide support services to Indigenous students and are responsible for establishing systemic change, Indigenous program and service development and/or management within BC's 25 publicly funded post-secondary institutions. Indigenous People in Trades.

**Indigenous Peoples in Trades:**

The Industry Training Authority (ITA) coordinates programs to support Indigenous people who want to enter and succeed in skilled trades. Programs offer a range of pre-apprenticeship trades training, including: trades exploration/bridging, Foundation technical training, essential skills, job search and employment supports. For more information please go [here](#).

**Indigenous Skills Training and Development Fund (ISTDF):**

The Indigenous Skills Training Development Fund (ISTDF) supports community-driven skills training and education to support employment, as identified by Indigenous communities. Eligible skills training includes essential and life skills, upgrading, trades-related training or other employment ability and certificate programs. The program also includes individualized, wrap-around supports while individuals are participating in training.

**Aboriginal Learners in British Columbia's Public Post-Secondary System**

This [report](#) provides an overview of First Nations, Métis and Inuit learners in British Columbia developed by a working group of the Indigenous Post-Secondary Education Partners.

**Aboriginal Community-Based Training Partnerships Program (ACBTP)**

The Aboriginal Community-Based Training Partnerships Program supports partnerships between Indigenous communities and public post-secondary institutions to provide Indigenous peoples with post-secondary education and training in their communities.



**25 Public post-secondary Institutions:**

[Post-secondary Education](#)

Colleges exist in every region of BC. BC has a total of 25 public post-secondary institutions comprised of three main types of institutions: Colleges, Universities and Institutes. They offer programs in trades/apprenticeship, vocational, career, technical, and academic studies (often called university transfer). They also offer developmental programs that prepare adult learners for post-secondary studies. Colleges offer a range of credentials, including certificates, diplomas, associate degrees, and applied undergraduate degrees (called bachelor's degrees). The 11 public colleges are:

- Camosun College
- College of New Caledonia
- College of the Rockies
- Douglas College
- Langara College
- North Island College
- Northern Lights College
- Coast Mountain College (formerly Northwest Community College)
- Okanagan College
- Selkirk College
- Vancouver Community College

Universities offer a wide array of undergraduate and graduate degrees. Some universities offer programs in developmental education, trades-vocational, career-technical, and academic studies for transfer in addition to degree programs from the associate through the master's level. Some focus more on baccalaureate and graduate degree programs to the doctoral level. Emily Carr University of Art and Design offers specialized programs in keeping with its provincial mandate. Also, in keeping with their specific individual mandates, universities may undertake original research, applied research, and/or scholarly activity in a range of program and content areas. The public universities are:

- Capilano University
- Emily Carr University of Art and Design
- Kwantlen Polytechnic University
- University of British Columbia
- University of the Fraser Valley
- University of Northern British Columbia
- University of Victoria

- Vancouver Island University
- Royal Roads University
- Simon Fraser University
- Thompson Rivers University

Institutes offer specialized programs and have a provincial mandate. Each of the three provincial institutes is unique in terms of the programs it offers, with one focusing on trades and technology, one on public safety, and the other on Aboriginal education. Institutes offer a range of credentials, including certificates, diplomas, associate degrees, and applied bachelor's degrees. Some offer applied Master's degrees. For more information please go [here](#). The three provincial institutes are:

- British Columbia Institute of Technology
- Justice Institute of British Columbia
- Nicola Valley Institute of Technology

#### **Student Aid BC:**

[StudentAid BC](#) (SABC) provides student financial assistance to eligible B.C. residents with demonstrated financial need to supplement the costs of a post-secondary education that leads to a certificate, diploma, or degree.

SABC administers the Canada-B.C. Integrated Student Loan program on behalf of the federal government, in addition to a range of provincial grant, bursary, scholarship, and repayment assistance programs for B.C. student borrowers and targeted learner groups. SABC also provides student financial assistance under separate programs and criteria for students with a permanent disability, part-time students, current or former youth in care, and students studying in-demand programs such as trades and health.

For a full list of SABC's 35 programs, see page 2 and 3 of the [Policy Manual](#).

#### **Provincial Tuition Waiver Program**

To be eligible for the [Provincial Tuition Waiver Program](#), students must be:

- Residents of B.C.;
- Between the ages of 19-26 (inclusive);
- Attending a B.C. public post-secondary institution; Native Education College and one of 10 approved trades training providers; and
- Formerly in any B.C. Ministry of Child and Family Development (MCFD) Legal Status or Ministry of Social Development and Poverty Reduction's **Child in Home of Relative** program for at least 24 months (consecutive or accumulated in any combination) or in any, or a combination, of the legal statuses listed [here](#).

The tuition waiver applies to every term of study, so long as the student remains enrolled beyond the drop date for each study period. The waiver program can apply to a range of programs, including credit and non-credit certificate, diploma, degree, apprenticeship, continuing education and trades programs. The Tuition Waiver Program, however, does not apply to graduate or post-graduate programs.

To sign up for the waiver program, students inform the Financial Aid office at their institution that they might be eligible, and the school will provide the student with a consent form. This form will be sent to Ministry of Children and Family Development to confirm the applicant's eligibility. The tuition waiver covers the cost of tuition and does not need to be paid back, as it is not a loan. All other school-related expenses, like housing or books, must be paid by the student.

**ApplyBC – BC's Post-secondary Application Service:**

For most public post-secondary institutions in BC (except BCIT, Royal Roads, Okanagan College, UBC, UNBC and UVIC) interested students can apply through the same online portal, Education Planner BC. To apply, students need to complete the following steps.

1. Create an EducationPlannerBC Account
1. Select an institution
2. Fill in application
3. Review and submit application.

For the applications that are not available on EducationPlannerBC, students must apply through each post-secondary institution's website. For more information please go [here](#).

**Bladerunners:**

An employment program that helps at-risk youth and provides them with basic training designed to facilitate entry to the labour force and help lead to long-term labour force attachment. 70% of program participants are aboriginal youth. This program is funded under the Workforce Development Agreement, formerly under the Canada-BC Job Fund Agreement. For more information please go [here](#).

**Adult Education:**

Adult Basic Education (ABE) and English Language Learning (ELL) are tuition-free in the public post-secondary system. For more information, contact the institutions listed [here](#).

Adult Special Education (ASE) programs offered at B.C. public post-secondary institutions are available to students with permanent disabilities or a combination of learning difficulties that hinder scholastic success. For more information contact the institutions listed [here](#).

The Adult Upgrading Grant (AUG) is available for eligible adults at public post-secondary institutions in B.C. taking ABE, ELL or Adult Special Education (ASE) programs. The AUG covers the cost of books and materials, student fees, unsubsidized childcare, and transportation. It also covers tuition for eligible students in the ASE program. For more information please go [here](#).

**Community Adult Literacy Program (CALP):**

B.C. is committed to supporting community-based adult literacy programs across the province. For over 20 years non-profit literacy organizations, in partnership with post-secondary education institutions, have been supported by the province to provide community adult literacy programs to adults wishing to improve their literacy and numeracy skills. The program is tailored to suit the needs of young parents, Indigenous learners and other adults in the community, and is delivered by trained volunteers offering one-to-one tutoring or small-group classes. For more information please go [here](#).

**Industry Training Authority (ITA):**

The ITA deploys training investments to optimize British Columbia's skilled trades labour force and ensures alignment with the current and projected needs of our growing economy. To realize this objective, the ITA draws on labour market information, makes evidence-based decisions and works closely with industry (employers, industry leaders and labour), government and the training community. For more information please go [here](#).

**B.C. Employer Training Grant (ETG):**

The Province of British Columbia has negotiated a new Workforce Development Agreement (WDA) with the Government of Canada that replaces the Canada-BC Job Fund Agreement (CJF). The new WDA provides B.C. with more funding and flexibility to address provincial labour market needs. The ETG provides up to \$8 million in funding for employers to support skills training for their current and new employees in the fiscal year 2018/2019. The goal of the ETG is to help unemployed and employed British Columbians access the skills training they need to adapt to the changing requirements of jobs and the labour market while encouraging employer involvement in training of their employees. This program is designed to assist employers in providing skills training to new or current employees that will develop skills and certification, upgrade skills needed due to automation and enhance productivity. For more information please go [here](#).

**Community Workforce Response Grant (CWRG)**

Funded under the Workforce Development Agreement (WDA), the CWRG provides up to \$10M a year in funding for communities and industries to support skills training leading to secure and sustainable employment for unemployed or underemployed British Columbians. There are three funding streams: Emerging Priorities Stream, Indigenous Communities Stream and the Workforce Shortages Stream. For more information please go [here](#).

### **WorkBC.ca:**

- [WorkBC.ca](#) connects British Columbians to BC's labour market information and career resources to support career planning and workforce development. WorkBC connects directly in communities across B.C. by participating in job fairs, career sessions and community events. WorkBC.ca's Job Board supports British Columbians to find jobs and hire talent; allows jobseekers to self-identify as Indigenous people and employers to hire Indigenous people talent.
- [WorkBC.ca/Indigenous](#) provides specific Indigenous People career, education, skills, training and success story resources.
- The [BC Career Guide for Indigenous People](#) provides resources for parents, elders and teachers to help youth explore careers.
- [WorkBC.ca Apprentice Job Match](#), in Partnership with the ITA, connects apprentices and employers. You may specify if you are an Indigenous jobseeker or employer.
- [Blueprint Builder](#) digital tool to search aggregated B.C. and Indigenous people resources to explore careers and education, find funding and search for jobs.
- [WorkBC Career Trek](#) videos feature real British Columbians in high demand occupations across BC and includes nine Indigenous People videos and [Find Your Fit](#) is a hands-on career exploration program that provides real life career experience information and labour market and education planning resources.

### **Labour Market Partnerships Program (LMPP):**

The [Labour Market Partnerships Program](#) (LMPP) provides funding to industry sector partnerships to help them identify and plan for their skill and workforce needs. It is a strategic planning tool to help ensure employers and industries have the human resources necessary to support a strong economy. Many LMPs include a focus on Aboriginal peoples for recruitment (shipbuilding, mining, solid wood, pulp & paper, coastal forestry, north-west partnership and parks and public works).

For a list of program priorities go to [here](#).

### **Skills Training for Employment (STE) Program:**

The Skills Training for Employment (STE) program meets the needs of vulnerable and under-represented groups by providing skills training and employment supports to participants to help them obtain sustainable employment. A full list of current programs and locations by region can be found [here](#).

Targeted groups served by STE Programs are:

- Young Adults
- Young Adults at Risk (including former youth in care)
- Older Workers 55+
- Survivors of Violence, Abuse and/or Trauma
- Individuals who face multiple barriers to employment

Please see [Carpenter Apprenticeship Schedules](#) for information on training opportunities in your region

**Aboriginal Post-Secondary Education Memorandum of Understanding (MOU):**

The Memorandum of Understanding is an agreement, signed in 2005 between: the First Nations Summit Task Group, the Strategic Action Committee, the BC Assembly of first Nations, the United Native Nations Society, the president of the Metis Provincial Council of BC, the Minister of Indian Affairs and Northern Development, the Minister of Advanced Education, the University Presidents' Council of BC, the BC College Presidents, the University-College Presidents, and the Indigenous Adult and Higher Learning Association. The MOU demonstrates a collective intention for those parties to work collaboratively to identify ongoing needs and implement strategies to improve the success of Indigenous learners in post-secondary education.

**Post-Secondary Education and Training Protocol:**

The Post-Secondary Education and Training Protocol (2016) creates a process to assist a strong working relationship between the Minister of Advanced Education, Skills and Training (AEST), the First Nations Education Steering Committee (FNESC) and the Indigenous Adult and Higher Learning Association (IAHLA). The document is grounded in: the *New Relationship* vision document that commits to a “government-to-government relationship based on respect, recognition and accommodation of Aboriginal title and rights”; the *Transformative Change Accord*, which focuses on closing economic gaps for Indigenous communities; and the *Aboriginal Post-Secondary Education and Training Framework and Action Plan (2012)*, which outlines goals for improving post-secondary education for Indigenous learners.

**Aboriginal Post-Secondary Education and Training Policy Framework and Action Plan: 2020 Vision for the Future**

This framework and action plan builds on previous frameworks, including the *Aboriginal Post-Secondary Education Strategy and Action Plan (2007)* and the *Aboriginal Post-Secondary Education and Training Policy (1995)*. In collaboration with Indigenous Post-Secondary Education and Training Partners, the Ministry of Advanced Education, Skills and Training (AEST) launched the framework and action plan in 2012. This document includes the following five goals:

- Systemic change means that the public post-secondary education system is relevant, responsive and receptive to Indigenous learners and communities;
- Community based delivery of programs is supported through partners between post-secondary institutions and Indigenous institutes and communities;
- Financial barriers to accessing and completing post-secondary education and training are reduced for Indigenous learners;
- Indigenous learners transition seamlessly from K-12 to post-secondary education;
- And continuous improvement is based on research, data-tracking, and sharing of leading practices.

For each goal, the framework and action plan provide a list of objectives, recommendations, actions, short-term results, medium-term results and long-term outcomes. The purpose of the report is to outline goals and a timeline for changes in Indigenous post-secondary education and training. For more information please go [here](#).

**Ministry of Social Development and Poverty Reduction**  
**General Programs**

**WorkBC Employment Services:**

[www.workbc.ca](http://www.workbc.ca) helps unemployed or precariously employed British Columbians find and keep jobs. People can access employment services in person at 103 WorkBC Centres throughout the province and online services, regardless of where they live. WorkBC centres offer:

- One to one employment planning
- Group workshops or individual sessions
- Job search services
- Skills enhancement services, including academic upgrading and training
- Customized job placement and work experience placement services for people with significant barriers to employment
- Self-employment services
- On-the-job support to help people keep their job
- Funding to help pay for:
  - dependent care
  - transportation to help you get to job interviews
  - work supplies or tools
  - disability supports, including adaptive computer accessories or an ergonomic mouse

Single parents on provincial assistance may receive full income or disability assistance while in the Single Parent Employment Initiative. They may also receive:

- Up to 12 months of funded training for in-demand jobs or a paid work experience placement
- Paid child care costs while in the program and throughout the first year of employment
- Transit costs to and from school

In addition to WorkBC Centres, the ministry provides funds to help support economic growth, job creation, positive social impacts, increased employment opportunities and outcomes for unemployed British Columbians. Community and Employer Partnerships focuses on helping Indigenous people, people with disabilities, youth, immigrants, Francophones, and those living in rural and remote areas. From January to December 2018, the ministry invested over \$1.4 million to support Indigenous people and communities. The ministry accepts applications for CEP funding on a continuous basis. Apply [here](#).

Ministry of Jobs, Trade and Technology  
General Programs

The [Indigenous Small Business Resources Guide](#) outlines resources and organizations for Indigenous Business Owners, including:

- [Aboriginal Business Entrepreneurship and Skills Training Program](#): Skills training, advisory and mentorship services.
- [Indigenous Peoples in Trades Training](#): Learn about trades training opportunities for Indigenous peoples, read success stories and receive guidance from the Industry Training Authority Apprenticeship Advisors.
- [Innovation Canada](#): Provides a personalized list of funding, loans, tax credits, wage subsidies, internships and more in less than three minutes.
- [Junior Achievement BC](#): Entrepreneurship training and support for Indigenous youth.
- [New Relationship Trust](#): Access business financing and economic development information for Indigenous enterprises in B.C.
- [Small Business BC](#): Get support for business planning, financing and registration to start and grow a business in B.C.
- [WorkBC](#): Learn about Indigenous skills training programs, read success stories and access business and employment resources.
- [Futurpreneur Canada](#): Learn the steps to get your business plan started with the free Rock my Business Plan workshop series.

[Innovate BC](#): links innovators to funding, resources and support to help companies in every corner of the province grow.

[Canada's Digital Technology Supercluster](#): Creating competitive & innovative digital technology solutions for Canada's top industries.



## Federal Programs

### Employment and Social Development Canada (ESDC) Indigenous Specific Programs

#### **Indigenous Skills and Employment Training (ISET) Program (ISET – formerly ASETS):**

The [ISET Program](#) builds on what was successful about ASETS to help Indigenous people improve their skills and find employment. ESDC provides funding for ISET agreement holders to design and deliver job training programs and services best suited to meet the unique needs of their people and communities and to help Indigenous people find and prepare for high-demand, long-term jobs. Flexible agreements with ISET holders throughout Canada ensure Indigenous organizations have the authority to make decisions that meet their client needs. The ISET Program is a new distinctions-based strategy that recognizes, respects and reflects Canada's Indigenous peoples, specifically the First Nations, Métis and Inuit, and also, addresses urban/non-affiliated service delivery needs.

#### **Skills and Partnerships Fund (SPF):**

The [Skills and Partnerships Fund](#) is a demand-driven, partnership-based program that supports government priorities through strategic partnerships. To fill in-demand jobs, the program provides funding to employers for training Indigenous workers. This fund plays an important role in supporting social infrastructure projects.

#### **Reaching Home Funding Streams – Indigenous Homelessness Funding Stream:**

Reaching Home's Indigenous Homelessness stream provides funding to organizations that provide supports to meet the unique needs of First Nations, Inuit and Métis people who are experiencing or at risk of homelessness. The intent is that the funding be provided to Indigenous organizations located in urban centres.

The program promotes social inclusion and cultural connections within communities, and aims to ensure that culturally-appropriate supports are available for Indigenous Peoples who are at risk of or experiencing homelessness in urban centres.

Indigenous Peoples are not limited to accessing only the services that are funded by the Indigenous homelessness stream; they may also access services and supports from organizations that are funded by the program's other regional streams.

For more info on Reaching Home, please visit [Reaching Home Directives](#)

### **Youth Employment and Skills Strategy (YESS)**

The Youth Employment and Skills Strategy (YESS) builds on programming delivered under the previous Youth Employment Strategy (YES). This modernized strategy, which is delivered by 11 departments and agencies across the Government of Canada, aims to provide more flexible employment services and enhanced supports to support all young Canadians. In this way, the strategy aims to help youth develop the skills and gain the experience they need to successfully transition into the labour market.

The modernized strategy will embrace a flexible approach with services tailored to each individual, broadened eligibility and a wider range of programs offered to help young people gain the skills, abilities and experience they need to get good-quality jobs.

The previous streams offered by the YES, which we merged together to create a more integrated and flexible service delivery network, are Skills Link, Career Focus, and Summer Work Experience (excluding Canada Summer Jobs).

The Youth Employment and Skills Strategy (YESS) program provides funding to organizations to deliver a range of activities that help youth overcome barriers to employment and develop a broad range of skills and knowledge in order to participate in the current and future labour market. Support will be tailored to the needs of youth that are facing barriers to employments. Youth who face barriers often include:

- youth who are early leavers from high school;
- recent immigrant youth;
- youth from visible minority groups;
- youth living with disabilities;
- single parent youth;
- youth living in low-income households;
- youth experiencing homelessness or precarious housing; and,
- youth living in rural or remote areas.

For these youth, barriers often intersect and they are more likely to be among the youth population who are involuntarily not in employment, education or training (NEET).

The YESS program also encourages collaborations and innovation to increase capacity across the youth service provider network (e.g. employers, service delivery organizations and educational institutions), to better support youth, and to help employers hire and retain youth, in particular those who face barriers.

**Indigenous Services Canada (ISC)**  
**Indigenous Specific Programs**

**Indigenous Services Canada (ISC) funds skills training directly and indirectly through the following programs:**

**Post-Secondary Student Support Program (PSSSP):**

Provides financial assistance to First Nations and eligible Inuit students enrolled in eligible post-secondary programs. The program aims to improve the employability of First Nations and Inuit students by providing them with funding to access education and skills development opportunities at the post-secondary level. The 2018-2019 guidelines will allow for greater flexibility, which may now include trades training. For more information please go [here](#).

**University and College Entrance Preparation Program (UCEPP):**

Provides financial assistance to First Nations and eligible Inuit students enrolled in university or college entrance programs to help them gain the academic level required to enter a degree or diploma program. Previously funding was available for one academic year only; as of 2018-2019 funding will be available for up to two academic years.

**Post- Secondary Partnerships Program (PSPP):**

Provides proposal-based funding to eligible Canadian post-secondary institutions to design and deliver university and college-level courses tailored for First Nations and eligible Inuit students. These courses help students gain the skills they need to enter and succeed in the labour market.

**First Nations and Inuit Youth Employment Strategy (FNIYES):**

Supports initiatives to provide First Nations and Inuit youth with work experience, information about career options, and opportunities to develop skills to help gain employment and develop careers. This strategy is administered by the First Nations Education Steering Committee (FNESC) and includes two programs: The First Nations and Inuit Summer Work Experience Program and the First Nations and Inuit Skills Link Program.

- The First Nations and Inuit Summer Work Experience Program provides youth with employment opportunities where they can gain work experience and develop important skills such as communication, problem-solving and teamwork. Summer work placements allow youth to learn about career options and to earn income that may contribute to university or college education.
- The First Nations and Inuit Skills Link Program supports initiatives that assist young people in acquiring the essential skills that will help them gain employment, function well in the workplace and learn about job and career options. The program also promotes the benefits of education to future participation in the labour force.

**Indspire:**

Is an Indigenous-led charity that invests in the education of Indigenous people for the long-term benefit of these individuals, their families and communities and Canada.

ISC provides funds to Inspire to:

- Offer scholarships and bursaries to First Nations and Inuit students to pursue post-secondary education
- Honour the outstanding achievements of Indigenous Peoples so that their accomplishments can serve as an inspiration to students and youth
- Hold career fairs, targeted at Indigenous youth from grades to 10 to 12
- Develop, produce and disseminate to First Nations and Inuit high-school students, curricula and other materials designed to challenge them to consider career options in industries that will experience skilled labour shortages.

**On-reserve Income Assistance Program:**

Is a program of last resort for eligible individuals and their families who are ordinarily resident on reserve or Status Indians who live in the Yukon. Income assistance also funds some pre-employment supports to move individuals toward self-sufficiency (such as life skills and job training).

## Western Economic Diversification Canada General Programs

### **Western Economic Diversification (WD):**

Makes strategic investments in initiatives with non-profit organizations that enhance and strengthen the economy of Western Canada through the Regional Innovation Ecosystems Program (REGI).

### **REGI Program:**

The REGI Program aims to create, grow and nurture inclusive regional ecosystems that support business needs throughout the innovation continuum, and foster an entrepreneurial environment conducive to innovation, growth and competitiveness. Through this program, WD seeks to:

- **Support and grow strategic clusters** to leverage regional strengths and support businesses commercialize products, technologies and services, and to scale-up.
- Enhance the **development and reach of business accelerators and incubators**, and other organizations, which support entrepreneurs, start-ups and companies with high-growth potential.
- Support projects led by innovation-oriented organizations to increase and **promote business productivity and global competitiveness**, investment, and talent attraction.
- Enhance the capacity of ecosystems to **support underrepresented groups**, including women, Indigenous peoples, and young entrepreneurs.

WD will invest in innovation projects under REGI that directly support one (or more) of the following investment priorities:

- **Cluster Growth within one of the following sectors:**
  - o Clean technology
  - o Clean resources
  - o Life sciences
  - o Value-added agriculture
  - o Advanced manufacturing
- **Digital Technology**
- **Inclusive Economic Growth:**
  - o Indigenous Peoples (First Nation, Inuit, and Metis)
  - o Women
  - o Youth (under 30 years of age)

If you have a project idea and would like to apply, please contact your regional WD office [here](#).

## Industry Programs

British Columbia Construction Association (BCCA)

General Programs

### **Skilled Trades Employment Program (STEP)**

STEP helps British Columbians from under-represented groups (Indigenous People, Newcomers, Women, and Youth) get the right training, materials, and connections to move their skills and career forward to apprenticeship and journeyman status in the construction trades. Find the STEP team nearest you [here](#).

BC Construction Training Network Association (CITN)  
General Programs

For more Information on the association and programs, please go [here](#).

- **Customized workforce training programs on demand:**  
CITN offers customized training and assessments to employers.
- **Technical Training:**  
CITN provides entry level courses on Blueprint Reading, Estimating, Law, and more [here](#).
- **Safety Training:**  
CITN provides [safety training courses](#) such as Occupational First Aid, Responsibilities of Joint Health and Safety Committees, and Fall Protection.
- **Leadership Training:**  
CITN provides entry and advanced level [leadership courses](#) such as Construction Safety for Supervisors, Leading and Managing Organizational Change, and Effective Management Skills.
- **Soft Skills Training:**  
CITN offers a variety of [soft skills courses](#) such as Negotiation Skills, Managing Stress in the Workplace, and Time Management.
- **Business Training:**  
CITN offers a variety of [courses on management and business development](#) such as Writing Winning Proposals, Microsoft Outlook, and Construction Business Management.
- **Human Resources (HR) Training:**  
CITN offers a variety of sessions on HR topics such as the Employment Standards Act, Difficult Conversations in the Workplace, and more [here](#).
- **Equipment Operator Training:**  
CITN offers [equipment operator training](#) on any piece of equipment including telehandler, skid steer, aerial work platforms and more.
- **Online Training:**  
CITN offers more than 15 [online courses](#), including Pipeline Construction Safety, Construction Estimating, Communication, Negotiation and Conflict Awareness, and more.

Independent Contractors and Businesses Association (ICBA)  
General Programs

**Customized workforce training programs on demand:**

ICBA offers customized training and assessments to employers. For ore information on the association and programs, please visit [here](#).

- **Technical Training:**  
ICBA provides [entry level courses](#) on Blueprint Reading, Project Planning, Estimating, etc.
- **Leadership Training:**  
ICBA provides entry and advanced level [leadership courses](#) such as How To Be A Better Foreman, Supervisors' Bootcamp, Supervisory and Management Skills, etc.
- **Soft Skills Training:**  
ICBA offers a variety of [soft skills courses](#) such as Communication Skills, Time Management, Negotiation Skills, etc.
- **Business Training:**  
ICBA offers a variety of [management and business development courses](#) such as Construction Business Management, Microsoft Excel, Construction Law, etc.
- **Human Resources (HR) Training:**  
ICBA offers a variety of [sessions on HR](#) topics such as Managing Employee Terminations, Employment Standards Act, Drugs & Alcohol in the Workplace, etc.
- **Equipment Operator Training:**  
ICBA offers [equipment operator training](#) on any piece of equipment including telehandler, skid steer, aerial work platforms and more.
- **Online Training:**  
ICBA offers more than 20 [online courses](#), including H2S Awareness, WHMIS 2015, Construction Project Management, and Pipe Construction Safety Training



**Training facility address:**

RCABC Training Centre  
9734 - 201 Street, Langley, BC

**General contact info:**

RCABC Training Centre  
9734 - 201 Street, Langley, BC  
Phone: 604-882-9734 Email: roofing@rcabc.org

**Apprentice Red Seal Training provided:**

- Roofer, Damp & Water proofer

**Apprentice Training Provided:**

- Architectural Sheet Metal
- Residential Steep Roofer

**Other training provided:**

- Construction Safety Training Systems (CSTS) Workers' Course
- Fall and Protection Safety Monitor
- National Torch Safety Course (Propane system & handling)
- Workplace Hazardous Materials Information System (WHIMS)
- Provincially designated trades: Architectural Sheet Metal and Residential Steep Roofer

**Southern Construction Association (SICA):**

SICA is an Industry Training Authority designated training provider as well as an accredited institution through the Private Training Institutions Branch (PTIB). Our training programs are designed to meet the needs of our clients by providing required skills and training for the construction industry. We customize packages to fit the client group and the location. Training can be offered at our Training Centre or we can be mobile to deliver training at other locations within our geographical region (Southern Interior of BC). For more information please see [here](#).

**Training Facility Address:**

SICA Training Centre  
204 – 171 Commercial Drive  
Kelowna, BC  
250-491-7330

**Training Contacts:**

Jennifer Marte – Director of Education ([jenniferm@sicabc.ca](mailto:jenniferm@sicabc.ca))  
Leanne Hendrickson – Education Services Coordinator ([Leanneh@sicabc.ca](mailto:Leanneh@sicabc.ca))

**SICA provides various programs to Indigenous people throughout the southern interior including the following:**

**Introduction to Trades:**

- **Build-It program:**  
4 - 6 week program designed to provide hands-on learning highlighting specific trades e.g., Carpentry, Plumbing, Electrical, Drywall, etc.
- **Construction Trades Training (CTT):**  
12 - 16 week program as introduction to the trades. Hands-on learning with a selection of trades covered: Carpentry, Plumbing, Electrical with certificates included
- **Road Builder & Heavy Construction Foundation Program:**  
An ITA 4-week program covering the foundation basics to those wishing to enter the Civil Industry, such as Heavy Equipment Operator, Asphalt Laydown Technician
- **ITA Heavy Equipment Operator program:**  
enhanced with additional 150 hours of equipment time, essential skills and employability
- **CORE (Construction Orientation Retention for Employees):**  
12-week program to learn basics of working on a construction site

**Job Readiness for the Construction Industry:**

**Sica offers a variety of Safety Courses with Certificates including:**

- Construction Safety Training System (CSTS-09)
- Fall Protection
- Confined Space
- WHMIS
- Ground Disturbance
- Traffic Control Safety Program (TCP)
- First Aid
- Chainsaw Enform Certificate Course

**Job Readiness for Oil & Gas Industry:**

- OSSA accredited programs with Certificates.
- OSSA Fall Protection
- OSSA Confined Space
- OSSA Elevated Work Platform
- Common Safety Orientation (CSO)
- Pipeline Construction Safety Training (PCST)
- H2S Alive
- Bear Awareness

**Equipment Training:**

- Operator Training / Updating Certification.
- Elevated Work Platform (EWP)
- Rough Terrain Forklift / Counterbalance Forklift
- Scissor Lift
- Skid Steer

**Skill Building:**

- Trade Math
- Blueprint Reading

- Estimating / Estimating Material Take-off
- Supervisory Courses
- Project Management
- Construction 101
- Planning for Foreman

**Variety of Online Courses:** Over 100 online courses available related to the construction industry and the workplace – please see [here](#).

**SICA Training Centre Course Catalogue:** please see [here](#).

**Howard Strong Scholarship Program:**

- Ten \$1000 [scholarships](#) are awarded each year to individuals for post-secondary education and/or training in pursuit of a career in the construction industry
- The scholarship can be applied to tuition, textbooks for entry into a construction trades apprenticeship or related program

## Building Trades Union (General) Programs

Christian Labour Association of Canada (CLAC)

### Training facilities addresses:

**Head Office:** CLAC Langley Member Centre 19955 81A Ave., Langley

CLAC Fort St. John Member Centre 10504 100 Ave., Unit 210, Fort St. John

CLAC Okanagan Member Centre #105 2040 Springfield Rd., Kelowna

### Industry Training Partners:

- EnviroSafety – Burnaby 3727 2nd Ave., Burnaby
- Leavitt Machinery – Coquitlam 2nd Floor, 98 Fawcett Rd., Coquitlam
- Leavitt Machinery – Kitimat 434 Enterprise Ave., Kitimat
- Leavitt Machinery – Prince George 9565 Rock Island Rd., Prince George
- St. John Ambulance throughout BC

### Apprentice training provided:

- CLAC delivers apprentice training in partnership with Public Training Facilities;
- Welding training facility in Edmonton;
- Heavy Duty Equipment Level 1 (in partnership with the Abbotsford School District).

### Non-apprentice training provided:

Onsite and in training centres online courses, Occupational Health and Safety Courses, Safe Handling courses, self-development courses and many others. In a typical year, CLAC will award 14,000 certificates in the province of BC.

### Technical and Operator Training:

- Counterbalanced Forklift Operator
- Elevated Work Platform Operator
- Overhead Crane Training
- Skid-Steer Loader Operator
- Telehandler Operator Training
- Simulators for Heavy Equipment Operator and Tower Crane.
- Safety 2.0

- Site Surveying
- Stewards Training – Skills for Service: TB1
- Silica Exposure Control
- Standard First Aid Industry OFA Level 1
- Stewards Training – Knowledge to Lead: TB2
- Supervisor Boot Camp – Practical Leadership Tools
- Trade Safety Coordinator Challenge Exam (TSC)
- Traffic Control Person
- Train the Trainer – Respirator Fit Tester

**Health and Safety Training:**

- Basic Safety Orientation (BSO) – OSSA Accredited
- Confined Space Awareness
- Trade Safety Coordinator (TSC)
- Construction Safety Officer (CSO)
- Confined Space Entry and Basic Rescue
- Emergency First Aid for Industry OFA Level 1 Equivalent
- H2S Alive
- Industrial / Commercial Fall Protection Program OSSA Accredited
- Introduction to Construction Blueprint Reading
- Practical Rigging and Application
- Microsoft Excel for Construction – Novice (Gold Seal Certified)
- Transportation Endorsement
- Underground Utility Locating
- Stewards Training – Skills for Service: TB1
- Joint Health and Safety Committee
- Leadership for Safety Excellence
- Trenching and Excavation Safety

For more information on CLAC training go to the [BC Training](#) page.

**Apprenticeship Program:**

The Boilermakers Lodge 359 apprenticeship program provides Red Seal training for Boilermakers.

**First Nations' Specific Training:**

First Nations specific programming is available on an as-needed basis and can be run in cooperation with the Aboriginal Community Career Employment Services Society (ACCESS) program.

**Training Contact:**

Gord Weel

Boilermakers Trade Advancement & Apprenticeship Coordinator

5510-268 Street, Langley, BC V4W 3X4

Phone: 778-369-3590

Email: [gweel@boilermakers359.org](mailto:gweel@boilermakers359.org)

[Website](#)

**Bricklayers & Allied Craft Workers Local 2  
Operative Plasterers' and Cement Masons' (OPCMIA) Local 919**

**Apprenticeship Program:**

The Trowel Trades Training Association (TTTA) provides Red Seal training for Bricklayers, Tile Setters, and Concrete Finishers (Cement Mason). Bricklayer and Tile Setter apprentices are assessed by Bricklayers & Allied Craft Workers Local 2. Concrete Finisher apprentices are assessed by Operative Plasterers' and Cement Masons' (OPCMIA) Local 919.

**Member Training:**

- Elevated Work Platforms (Scaffolding)
- Respirator Fit Testing
- Flatwork (placing and finishing)
- Journey person Upgrading
- OSSA Confined Space Entry
- H2S Alive
- Masonry Boot Camp
- WHIMIS 2015
- Aerial Boom Lift
- Confined Space Entry
- Construction Safety Training System (CSTS)
- Refractory Specialist Training
- Forklift, Counter balance, Rough terrain, Scissor lift
- OSSA Fall Protection
- Brokk Machine Certification

**First Nations' Specific Training:**

First Nations specific programming is available on an as needed basis and can be run in cooperation with the Aboriginal Community Career Employment Services Society (ACCESS) program. The TTTA has delivered the Introduction to Construction training to First Nations in Kitimat, Terrace, Prince Rupert, Masset and Kispiox.

**Training Contact:**

12309 Industrial Road, Surrey, BC V3V 3S4  
Phone: 604-580-2463 Toll free: 1-844-480-

**Bricklayers & Tile Setters:**

Geoff Higginson, President  
Mobile: 778-847-2472  
Email: [info@bac2bc.org](mailto:info@bac2bc.org)

**Concrete Finishers/Cement Masons:**

Ron Adamson, Apprenticeship Instructor  
Mobile: 604-837-1222 Office: 1-604-585-9198  
Email: [opcmia@opcmia919.org](mailto:opcmia@opcmia919.org)



## BC Regional Council of Carpenters Union

### Apprenticeship Programs:

The BC Regional Council of Carpenters (BCRCC) provides Red Seal Carpentry Apprenticeship sponsorship and training through Industry Training Authority (ITA) designated post-secondary institutions. The BCRCC offers full tuition reimbursement on successful completion of each apprenticeship level.

### First Nations Specific Training:

First Nations specific training is available upon request. The BCRCC has partnered with several First Nations communities throughout British Columbia and delivered safety and pre-employment trades training programs.

### Safety Training:

- Bear Aware
- CSTS-09
- Fall Protection
- H2S Alive
- WHMIS 2015
- Occupational First Aid Levels 1, 2 & 3

### Oil & Gas Industry – OSSA Accredited Programs:

- OSSA Fall Protection
- OSSA Confined Space Entry Monitor

### Skill Building:

- Blueprint Reading
- Construction Math
- Introduction to Rigging & Signaling
- Carpentry Inter Provincial Red Seal Exam Prep

### Professional Development & Leadership Training:

- Entry Level & Advanced Leadership
- Foreman Training
- Supervisor Training
- Mentoring
- Attitude and Professionalism
- Communication Skills
- Attitude and Professionalism

### Equipment Training:

- Aerial Boom Lift
- Counterbalanced Forklift
- Scissor Lift
- Skid Steer
- Rough Terrain Forklift (Zoom Boom)

**BCRCC Training Centre Locations:**

580 Ebury Place, Delta, BC

450 3rd Avenue, Prince George, BC

The BCRCC provides training at various locations throughout the province

**BCRCC Training Contact:**

Merissa Cox, Training Coordinator 210 - 2750 Quadra Street, Victoria BC

Call: 1-888-217-9320, option 3

Email: [training@bccrc.ca](mailto:training@bccrc.ca)

**Apprenticeship Program:**

Our program is sponsored by the Industry Training Authority (ITA). All three levels are taught at the Western Canada Pile Drivers Training Centre.

**Certification as Piledriver and Bridgeworker is awarded upon successful completion of:**

- Technical training: minimum 70% in each level of training and ITA Standard written exam for Level 1 and Level 2.
- ITA Certificate of Qualification exam: minimum 70% and work based training of 3600 hours.
- Recommendation for Certification signed by the sponsor and an individual holding credentials eligible for sign-off authority.
- Level 1 - January 2020; Level 2 - March 2020; Level 3 - May 2020

**Member Training:**

- Aerial Boom Lift
- Construction Fall Protection
- Counter Balance Forklift Operator
- Confined Space Awareness
- CSTS-09
- First Aid
- Rough Terrain Forklift (Zoom Boom)
- WHMIS 88 and WHMIS 2015
- CRS Rigger and Signaler Course
- Chainsaw Safety
- Pleasure Craft Operator (Online Course)

**CWB Testing Facility:**

- SMAW
- FCAW
- GMAW

**Divers:**

- Training provided for numerous courses at the Carpenters International Training Centre in Las Vegas, Nevada USA
- Kirby Morgan Hat Technician

- Underwater Welding Seminar
- Underwater Bridge Inspection

**Training Contact Darrell Hawk – Director**

Phone: (604) 526-2404

Email: [dhawk@piledrivers2404.ca](mailto:dhawk@piledrivers2404.ca)

**Sheila McCrea – Administrator**

Phone: (604) 526-2404

Email: [training@piledrivers2404.ca](mailto:training@piledrivers2404.ca)

**Welding Contact: Steve Reid**

Phone: 604-526-2404

Email: [sreid@piledrivers2404.ca](mailto:sreid@piledrivers2404.ca)

**Facility Address:**

#100- 580 Ebury Place, Delta, BC V3M 6M8

Website: [www.piledrivers2404.ca](http://www.piledrivers2404.ca)

### **Apprenticeship Program:**

The Construction Maintenance & Allied Workers (CMAW) union sponsor Red Seal Carpenter, Lather, Cabinet Maker (Joiner) apprenticeship training through post-secondary institutions.

### **Member Training:**

CMAW provides several training courses around the province, including:

- Scissor Lift Operator
- Fall Protection
- Counter Balance Forklift Operator
- Confined Space
- H2S Alive
- PPE Essentials
- WHMIS
- Aerial Work Platform
- Rough Terrain Forklift (Zoom Boom)
- First Aid
- Rigging & Hoisting
- Forklift Training Essentials
- Construction Safety Training Systems (CSTS)

### **Training Contact**

1450 Kootenay Street, Vancouver, BC, V5K 4R1

Phone: 604-437-0491

[Website](#)

## Construction and Specialized Workers Local 1611

### Construction and Specialized Workers Union (CSWU) Local 1611 Training Facilities:

- **Apprentice and Associated Construction Craftworker (CCW) Training:** The Construction and Specialized Workers' Training Society (CSWTS) is the only private not for profit Industry Training Authority designated trainer in B.C. delivering the CCW Program. All our instructors are Provincial Instructor Diploma Program certified or working towards their certification.
- **CCW Training:** Currently we provide both Level One and Level Two CCW Apprenticeship courses. Both courses are 4 weeks in duration and include theory and practical training at our Surrey location. We also provide a CCW refresher course for those who wish to challenge the CCW IP exam. The refresher course is 3 days in length with the exam held on the morning of the fourth day. There is a requirement that to do the challenge, applicants must have both the required hours and scope of work.

### Apprentice Registration and Information:

**Red Seal CCW:** CSWTS will assist applicants with the completion of all Industry Training Authority (ITA) documentation required for Apprentice level training and the CCW Trade Qualification exam. As a member in good standing, all CCW training is provided at no cost, and the Training Plan will cover the ITA Registration Fee.

CSWTS has a long-standing commitment to work with Indigenous Peoples and has provided training on an 'as needed' basis at various locations across British Columbia. We have partnered with Kitselas First Nation, Burns Lake Band, Wet'suwet'en, Nee Tahi Buhn, Haisla First Nation, Tla'amin Nation, Sauteau and West Moberly First Nations. We have also partnered with LIUNA Local 92 in Edmonton to provide mobile pipeline training for Indigenous Peoples on an "as needed" basis. We have also partnered with the Kitimat Valley Institute and Northwest Community College. On October 20<sup>th</sup>, 2016 Labourers' International Union of North America (LIUNA) signed a historic statement of partnership with the B.C. Summit of First Nations to renew our relationship with the Assembly of First Nations (AFN) going back more than a decade. The Statement of Partnership acknowledges, recognizes and unequivocally supports the United Nations Declaration on the Rights of Indigenous Peoples.

### Technical Training:

- Forklift, Aerial Lift, Skid Steer and Telehandler
- Concrete and Mason Tender
- Blueprint Reading
- Overhead Crane
- Oxyfuel Cutting
- Pipelaying
- Survey One and Survey Two

### Occupational Health and Safety Training:

- Confined Space Entry
- Pipeline Safety (online)
- WHMIS (online)
- Gas Testing
- Ground Disturbance
- Spark Watch
- Fall Protection

- Rigging and Rigging Basics
- Traffic Control and Traffic Control Requalification by a BCCSA Certified Instructor
- Level Two First Aid \*
- Level Three First Aid \*

\*Can be taken around the province at a certified provider for the convenience of the member, reimbursed at 50%

The CSWTS also partners with SkillPlan, which provides essential skills support for apprentices at our centre and across British Columbia. SkillPlan has been in existence for 24 years and is considered one of the leaders in Canada for pinpointing foundational skills problems and designing curriculum and training programs. **Through SkillPlan we can offer the following services to our students:**

- **Essential Skills Training:** Provide direct training services to workers and apprentices, including tutoring and classroom delivery. Skillplan will also work in partnership with a network of communities, training organizations and employers to support apprentices and journeypersons in fulfilling their technical training requirements and on-the-job success
- **Workforce Development Consulting:** Provide advice on training opportunities for union training plan
- **Training Manuals and Curriculum Development:** Focus on improving workplace essential and technical skills through developing training products including publications, assessments and curriculum
- **Indigenous Peoples Support:** Assist with developing and delivering successful workforce development training for First Nations across British Columbia

To learn more about SkillPlan, please visit their [website](#).

**Training Facility Contact Info:**

#120 - 19092 – 26<sup>th</sup> Avenue, Surrey B.C.

Phone: 604.538.5101 Fax: 604.538.5104

General email: [training@liuna1611.ca](mailto:training@liuna1611.ca)

Administrator: Tom Miller – [tmiller@liuna1611.ca](mailto:tmiller@liuna1611.ca)

### Electric Joint Training Committee:

Electric Joint Training Committee (EJTC) is a partnership between the International Brotherhood of Electrical Workers Local 213 and the Electrical Contractors Association (ECA) of BC.

- **Apprenticeship Program:** The EJTC provides [Red Seal Construction Electrician apprenticeship training](#) through public post-secondary institutions.
- **Pre-Apprenticeship/Public Training:** EJTC also offers an [Entry Level Trades Training Program](#) which combines electrical theory and practical electrician training to assist individuals in determining if an apprenticeship as a construction electrician is right for them.
- **Journeyman Training:** The EJTC provides ongoing and [specialty training for Journeymen](#) such as the Electric Vehicle Infrastructure Training Program.
- **First Nations' Specific Training:** First Nation Alternative Entry Program, Partnership between EJTC, Skillplan and Access offered on an annual basis

### EJTC Contact

Andy Cleven, Training Director

Suite 100 – 1424 Broadway Street, Port Coquitlam V3C 5W2, BC

Phone: 604-571-6540

Email: [info@ejtc.org](mailto:info@ejtc.org)

[Website](#)

### Western Joint Electrical Training Society (*Kootenays, Vancouver Island, Northern BC and the Yukon*):

The Western Joint Electrical Training Society (Western JETS) is a partnership between the International Brotherhood of Electrical Workers Local Unions 230, 993, 1003 and the Electrical Contractors Association (ECA) of BC, which covers the Kootenays, Vancouver Island, Northern BC and the Yukon.

- **Apprenticeship Program:** The Western JETS provides Red Seal Construction Electrician apprenticeship training through public post-secondary institutions in their regions.
- **Workplace Alternative Trades Training (WATT) Program:** WATT is offered as an alternative pathway into union-sponsored electrical apprenticeships. The three-week Program is delivered in various locations around the province (including in community) to train electrical apprentices in the skills that contractors have identified as most-valuable for early-term apprenticeship. Participants in this program receive wrap-around supports to reduce entry barriers and promote the successful progression of the apprentice to Journey-Level and Red Seal Certification. Upon completion of training, successful candidates are dispatched into a six-month, federally subsidized apprenticeship with toolkits, steel-toed boots, safety-training, hands-on skills training and an Individual Learning Plan to upgrade essential skills to prepare for entry into level 1 training.



- **Member Training:** The Western JETS provides more than 25 skills training and occupational safety courses to member Journeyperson and Apprentice electricians, including Aerial Work Platforms, High Voltage Splicing, Electrical Code courses, and Transformer Training. Courses are offered on-location across the province, are supported by state-of-the-art virtual reality simulations, and are also available online to ensure that electricians in even the most remote locations can access the training needed for the future of the electrical industry.

**Western JETS Contact:**

Adrien Livingston

5666 12 Ave, Delta, BC V4L 1C4

Phone: 250-415-6169

Email: [adrien@wjets.ca](mailto:adrien@wjets.ca)

[Website](#)

**Apprenticeship Program:**

BC Heat & Frost Insulators Local 118's Insulation Industry Apprenticeship Board (IIAB) provides Red Seal training for Insulators.

**Member Training:**

The IIAB also provides other training programs:

- First Aid (all levels)
- Leed/Green Awareness
- Asbestos Removal
- Industrial Upgrade
- Red Seal Challenge Upgrade
- Gpro
- Naloxone Training
- Craftsman Code of Conduct
- Mentor and Mentee Training
- WHMIS
- Construction Safety Training System (CSTS)
- Firestop/Fireproof
- Hearing Card
- \*H2S Alive

**Training Contact:**

Industry Apprenticeship Board

233 East 11<sup>th</sup> Avenue, Vancouver, BC V5T 2C4

Ken Jakobsson

Phone: 604-877-0909

Email: [instructor@insulators118.org](mailto:instructor@insulators118.org)

[Website](#)

## Ironworkers Local 97

### **Apprenticeship Program:**

The Ironworkers Local 97 Trade Improvement Committee (ITIC) provides Red Seal training for Ironworker Generalist, Ironworker Reinforcing and Ironworker Foundation.

### **Member Training:**

The following training programs are provided for Ironworkers Local 97 Members:

- First Aid Level 1
- Fall Protection
- Aerial Work Platform
- Forklift Operator
- Welder Inspector Training
- Confined Space Awareness
- Canadian Welding Bureau Initial Certification Requirement
- Canadian Welding Bureau Check Tests Requirements
- WHMIS
- Construction Safety Training System (CSTS)
- Telehandler (Zoom Boom)
- Foreman Training
- Superintendent Training
- H2S Awareness

### **First Nations' Specific Training:**

First Nations specific programming is available on an as needed basis. The ITIC has operated Introduction to Trades programs in Kitimat and Prince Rupert, as well as mobile occupational health & safety training for Aerial Platform and Fall Protection in communities across BC including Campbell River, Victoria and Trail.

**Training Contact:** Derek Dinzey, Apprenticeship Coordinator

6891 MacPherson Avenue, Burnaby, BC V5J 4N2

Phone: 604-874-6010 Email: [derek@ironworkerslocal97.com](mailto:derek@ironworkerslocal97.com)

[Website](#)

### **Apprenticeship Program:**

International Union of Operation Engineers Local 115 Training Association (IUOE-TA) is a labour/management partnership that provides Red Seal training for Mobile Crane Operators and Certificate of Qualification apprenticeship training for Heavy Equipment Operator, Boom Truck Operator and Asphalt Laydown Technician.

### **Apprenticeship Sponsorship:**

The IUOE-TA acts as sponsors for apprentices in multiple trades, dispatching apprentices to signatory employers as opportunities arise. Apprentices are assigned a Training Coordinator who will oversee the progress of the apprentices, providing assistance and counseling to ensure the apprentice has the support needed to complete their apprenticeship. The most common trades in which we sponsor apprentices are as follows:

- Heavy Duty Mechanic
- Diesel Engine Mechanic
- Mobile Crane Operator
- Asphalt Laydown Technician
- Welder
- Commercial Transport Mechanic
- Heavy Equipment Operator
- Boom Truck Operator
- Millwright
- Partsperson

### **Member Training:**

- Telehandler
- Forklift Operator
- Aerial Lift
- Skidsteer
- Fall Protection Awareness
- Ground Disturbance
- WHMIS
- Load Securement
- Grades and Stakes

- Level 1 First Aid
- Plant Operator (Aggregate and Asphalt Plants)
- Rigging
- Scissor Lift
- Journeyperson upgrading
- Confined Space Awareness
- Pipeline Construction Safety Training (PCST)
- Sideboom Operator
- Construction Safety Training System (CSTS)
- Essential Skills
- Traffic Control Person

#### **First Nations' Specific Training:**

First Nations specific programming is available on an as needed basis. The IUOE-TA has had great success in delivering several different types of training in First Nation Communities. The IUOE-TA has partnered with over 15 First Nation communities across British Columbia in providing training and apprenticeships. Upon completion of training, the IUOE-TA works with Indigenous students to find them employment opportunities as apprentices. The IUOE-TA continues to provide assistance and counseling throughout their apprenticeship till they reach the stage of completing their apprenticeship and becoming Journeyman Operators.

#### **Training Contacts:**

##### **IUOE Office:**

4333 Ledger Avenue, Burnaby, BC V5G 3T3

##### **Maple Ridge Training Centre:**

13401 256<sup>th</sup> Street, Maple Ridge, BC, V4R 1C9

##### **Jeff Gorham, Administrator**

Phone: 604-291-8831

Email: [jgorham@iuoe115.ca](mailto:jgorham@iuoe115.ca)

## Apprenticeship Program

The International Union of Painters and Allied Trades (IUPAT) DC 38 Joint Trade Society operates the Finishing Trades Institute of BC (FTI) which provides Red Seal training for Painter & Decorator, Glazier, Wall and Ceiling Installer and a Certificate of Qualification program for Drywall Finisher. We also deliver the Hazardous Materials Abatement Worker Program.

## Member Training

- Discovery to Apprenticeship (DTA)
- Introduction to Construction (ITC)
- First Aid Level 1
- Fall Protection
- Swing Stage Training
- Telehandler Operator Training
- Confined Space Entry and Attendant
- Safety Training for Supervisors
- Laser Layout for Wall and Ceiling
- Respirator Safety and Fit Test
- Counterbalanced Forklift Operator Training
- WHMIS 2015 (Global Harmonized System)
- Blueprint Reading
- Ariel Work Platform Including Scissor Lift and Articulated Boom Lift Training
- Confined Space Awareness
- New Worker Basic Safety Training
- Layout with Builders Level and Total Station
- Certified Application Specialist for Industrial Painter

## First Nations' Specific Training

First Nations specific programming is available on an as needed basis and can be run in cooperation with the Aboriginal Community Career Employment Services Society (ACCESS) program, Skilled Trades Employment Program (STEP) and graduating high school students (ACE-IT). The FTI has worked with Sto:lo Nation, Seabird First Nations and the Squamish Trades Training Facility to deliver Wall and Ceiling Installer programs. The

FTI has also delivered introduction to Painting Programs with the Squamish nation as well as an introduction to Construction programs in rural communities.

**Training Contact**

Paddy Byrne

12277 Industrial Road, Surrey, BC, V3S 3S1

phone:604-580-3112

E-mail: [pbyrne@ftibc.ca](mailto:pbyrne@ftibc.ca)

## Sheet Metal Workers Local 280

### **Apprenticeship Program:**

The Sheet Metal Workers' Training Centre Society (SMWTCS) provides Red Seal training for Sheet Metal Workers, as well as Certificate of Qualification apprenticeship training for Architectural Sheet Metal Workers. The Sheet Metal Industry Training Board is a joint union/employer board sponsors sheet metal apprentices.

### **Member Training:**

- Auto CAD
- Industrial Fabrication
- First Aid Level 1
- Fall Protection
- Welding
- Supervisory Training
- WHMIS
- Blueprint Reading

### **First Nations' Specific Training:**

First Nations specific programming is available on an as needed basis.

### **Training Contact:**

Jud Martell, Training Coordinator

19077-95a Avenue, Surrey, BC V4N 4P3

Phone: 604-882-7680 Ext. 103

Email: [judmartell@smwtcs.ca](mailto:judmartell@smwtcs.ca) Website: [www.smwtsc.ca](http://www.smwtsc.ca)



## The Teamsters Local 213

The Teamsters Local 213 Joint Training School offers various training programs for its members.

### Member Training:

- Pipeline & Heavy Construction Warehouse Program

*There are three (3) classes of warehouse persons in our program:*

- *Class 3 is a classroom-based program, foundation (All students receive Telehandler and Counter Balance Forklift certification)*
- *Class 2 is online*
- *Class 1 is online*
- WHMIS
- H2S Alive
- Pipeline Construction Safety Training
- Construction Safety Training System (CSTS)
- Professional Driver Improvement Course
- Counter Balance Forklift
- Telehandler (zoom boom)
- Size, Mass and Load Securement
- Hours of Service (logbook)
- Vehicle Inspection for the Professional Driver
- First Aid Level 1
- Transportation of Dangerous Goods (TDG)

### First Nations' Specific Training:

First Nations specific programming is available on an as needed basis.

### Training Contact:

Rob Duff, Training Coordinator

490 East Broadway, Vancouver, BC V5T 1X3

Phone: 604.874.3654

Email: [jts213@shaw.ca](mailto:jts213@shaw.ca)

[Website](#)

**United Association of Plumbing & Pipe Fitting (UA)  
Local 324 – Vancouver Island**

The United Association Local 324 Joint Training Committee provides training to its members in the Vancouver Island region of BC through post-secondary institutions.

**Member Training:**

- First Aid Level 1
- CSA Rigging
- WHMIS
- Confined Space Awareness
- Medical Gas
- Cross Connection Control
- NAUSC Foreman
- Construction Safety Training System (CSTS)
- Steamfitter/Pipefitter Red Seal Challenge Prep
- Tube Bending
- Total Robotic Stations
- Fall Arrest
- Trade Math
- NAUSC Steward
- H2S Awareness
- Plumbing Code Refresher
- NAUSC Inspection Testing & Maintenance (Sprinkler Fitting)
- Flange Torqueing
- EWP (Scissor, Boom)
- Electrical fundamentals refresher
- Geothermal Fundamentals

**Training Contact:**

Jamie McPherson

919 Esquimalt Road, Victoria, BC V9A 3M7

Phone: 250-886-4515

Email: [jamie@ualocal324.com](mailto:jamie@ualocal324.com)     [Website](#)

**Apprenticeship Program:**

The RTI (Refrigeration Training Institute) provides Red Seal Refrigeration and Air Conditioning Mechanic apprenticeship training to both union (UA Local 516) and non-union workers.

**Other Training:**

RTI provides several other technical, public, and safety courses, including:

- Refrigeration Electrical FSR
- VRF Heat Pumps
- Electronic Programmable Controllers
- Ice Machine Service
- Brazing Qualification Prep
- Aluminum Heat Exchanger Repair
- Ammonia Awareness
- Wiring & Controls
- Confined Space Awareness
- Forklift Operator
- Fall Protection
- Scissor Lift
- Boom Lift
- Transportation of Dangerous Goods (TDG)

**Training Contact:**

Matt Buss, Training Coordinator  
19560 96<sup>th</sup> Avenue Surrey, BC V4N 4C3  
Phone: 604-882-8212  
Email: [training@ua516.org](mailto:training@ua516.org)  
[Website](#)

**Apprenticeship Program:**

The UA Piping Industry College of BC (UAPICBC) provides Red Seal Plumber, Sprinklerfitter, Steamfitter/Pipefitter and Welder apprenticeship training. When the need arises, UAPICBC also provides Red Seal Metal Fabricator, Petroleum Equipment Installer and Petroleum Service Technician apprenticeship training.

**Pre-apprenticeship Training/Upgrading:**

- Introduction to Construction (6-week exploratory/discovery program with other construction trades)
- Aboriginal Opportunities for Trades Upgrading (8 weeks)
- Piping Foundation (18 weeks)
- Welding Foundation (28 weeks)

**Member Training**

- Gas Level A, Gas Level B
- H2S Alive
- Fall Protection
- Cross Connection Control
- NAUSC/CSA Medical Gas
- Hearing Tests
- Counter Balance Forklift
- Confined Space (Planned)
- Respirator Fit Test
- WHMIS
- Hearing Tests
- Construction Safety Training System (CSTS)
- EWP (Scissor, Boom)
- Pipeline Construction Safety Training (PCST)
- Pipeline Construction Safety Training (PCST)
- NAUSC/CSA PIPES Rigging
- Plumbing Red Seal refresher
- Steamfitter/Pipefitter red Seal Challenge

**First Nations' Specific Training:**

UAPICBC has partnered with several organizations to deliver upgrading and training programs throughout the province. Recent partnerships include: Gitlaax'miks, Nisga'a, Metis, ACCESS, Lax Kw'alaams, TRICORP, PTP ASEP, Coast Mountain School District, NVIATS (North Van Island Aboriginal Training Society), Katzie First Nation & Prince George Nechako Aboriginal Employment & Training Association.

UAPICBC delivers its Introduction to Construction (ITC) and Aboriginal Opportunities for Trades Upgrading programs directly in the communities. UAPICBC has delivered ITC programs in Kispiox, Moricetown, Prince Rupert, Masset, Fort St John, Prince George, Campbell River, Kitimat, Terrace, Hazelton, Greenville and Fort St John.

**Training Contact:**

UAPICBC has three campus locations in BC: Delta, Fort St. John, and Terrace.

**Main Campus & General Information:**

Barry Donaldson, Executive Director

Will Schwarz, Director of Operation

101-1658 Fosters Way, Delta, BC V3M 6S6

Phone: 604-540-1945

Toll free: 1-877-540-1945

Email: [registrar@uapicbc.ca](mailto:registrar@uapicbc.ca)

[Website](#)

**SkillPlan:**

We form partnerships with Indigenous groups, industry, and union trades' training schools to help build the skills of Indigenous people to ensure they have greater chances of succeeding in both technical training and on-the-job in construction and mining-related occupations. Our services for Indigenous groups include:

- Building capacity in communities to deliver Essential Skills and technical training services
- Designing Essential Skills training programs including occupational specific programming, pre-apprenticeship, customized assessments, manuals and job aids that are culturally sensitive and align to the workplace
- Essentials Skills curricula for construction and mining occupations
- Professional development in Essential Skills program design and delivery
- Assessing the Essential Skills of Indigenous participants to pinpoint skill levels and establish training objectives and programming that meet industry requirements
- Delivering Essential Skills training service that will best prepare Indigenous people for technical training and workplace success
- Mentorship programming to support knowledge transfer from a skilled to unskilled worker

[Website](#)

**Apprenticeship Program:**

Our training turns out men and women who have more than a job. They have a professional career in every sense of the word. They become part of the best trained, most reliable, and most productive workforce in the construction industry. An apprenticeship typically lasts four years, about as long as it takes to complete a college degree. To meet our training standards, apprentices work as many as 6,360 hours on the job, along side skilled industry veterans. Our apprentices attend the local colleges for seven weeks per year for their Millwright Technical Training. The instructors reinforce the on-the-job experience with approximately 840 hours of classroom and hands-on lessons over the four years of Apprenticeship Technical Training.

Want to know the best part? You earn while you learn. An Apprenticeship is on-the-job training. All the training provided at our Training Center in Delta and at the International Training Center in Las Vegas is FREE.

**Member Training:**

- Elevated Work Platform (Scissor lift & Boom Lift)
- Builders Level & Theodolite
- Certified Rigger & Signaler
- Confined Space Awareness
- CSTS-09
- CWB Welding (SMAW-FCAW-GMAW-GTAW)
- Fall Protection
- GE Gas Turbine Familiarization
- Overhead Crane Operator Certification
- Machinery Alignment
- Powered Industrial Lift Truck (Forklift Class 5 & Rough Terrain class 7)
- Precision Optical Level
- Pump Repair Level 1 & 2 (fall of 2019)

**Carpenters International Training Center (ITC):**

At the ITC members training includes GE Turbine Qualifications, Steam Turbine Qualifications & the Master Rigger/Lift Director program. Also available are soft skills programs to teach our members leadership, productivity, project management, communication, and other skills.

**First Nations' Specific Training:**

First Nations specific programming is available on an as needed basis and can be run in cooperation with the Aboriginal Community Career Employment Services Society (ACCESS) program.

**Bursary:**

Through the Millwrights Local 2736 Training & Education Trust Fund we are offering 4 bursaries a year to First Nations, Women and under privileged individuals who attend and complete the Millwright Foundation program at their local college.

**Training Contact:**

Carey Simpson, Director of Training  
102-580 Ebury Place, Delta, BC, V3M 6M8  
Phone: 604-525-2736  
Email: csimpson@millwrights2736.com

[Website](#)